



## **EASTERN SEA FISHERIES JOINT COMMITTEE**

### **BUSINESS PLAN 2008-2009**



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This is the second business plan that the Joint Committee has produced. Changes have been made to the format but the purpose of the business plan is still to identify the key areas of work in the coming years to meet both the Joint Committee's statutory requirements and development programme. The business plan provides a detailed audit of current expenditure and financial forecasts for the following year.

Defra clearly envision modernised Sea Fisheries Committees as the inshore fisheries managers responsible to a national Marine Management Organisation. In formal discussions, Defra confirmed its position that Sea Fisheries Committees' Districts should remain out to six nautical miles. This is a significant announcement for the Joint Committee particularly as consideration for a replacement Patrol Vessel needs to take place during the next year. Funding for the modernised SFCs was also considered. Defra announced that the remit and responsibilities of SFCs would be more clearly defined and were likely to increase through the Marine Bill. Increased funding would also be made available to meet these changes. Demonstrating where and how this funding is used to meet these responsibilities is likely to be a requirement of all modernised SFCs.

One of the strengths of the Joint Committee is its ability to respond to fisheries issues within the District at short notice and to reallocate funding from the annual levy. The Joint Committee is now able to identify more clearly what the risks are to the organisation from moving away from the strategy set out in the business plan by doing so.

The Joint Committee can be pleased with its achievements against the main priorities that were identified during the previous year. In particular the agreement of the fisheries management policies with Natural England for the key mussel and cockle fisheries in the Wash is of great significance. It demonstrates that successful commercial fisheries can continue to take place in areas that are highly designated for their conservation importance. It also releases more staff time and money to address other environmental issues that affect the fisheries either directly or indirectly within the District.

Matthew Mander  
Clerk and Chief Fishery Officer

ESFJC, formed in 1894, is currently one of 12 Sea Fisheries Committees with a remit to protect the marine inshore environment around the coast of England and Wales and to manage and develop its fisheries. The ESFJC district stretches from Donna Nook in Lincolnshire to Dovercourt in Essex and extends out to six nautical miles covering approximately 1000sq. miles. The district includes the important estuaries of the Wash, Stour and Orwell.

The Joint Committee is composed of 20 members consisting of four county councillors from Norfolk and three from Lincolnshire and Suffolk respectively. Nine additional representatives are appointed by Defra for their knowledge and experience in either fisheries or environmental matters. The Environment Agency appoints the final member. The Joint Committee is an autonomous Local Authority in its own right but does not receive any funding from central government. Funding of the Joint Committee is provided by a direct levy upon its three constituent County Councils. The Joint Committee conducts its business at quarterly Statutory meetings and a number of specialised sub-committee meetings.

The Joint Committee employs 21 members of Staff, 16 of whom are warranted Fishery Officers. The majority of the Officers have dual roles. The Joint Committee operates a fast inshore patrol vessel, a dedicated research vessel and three RIBs in order to carry out its various duties.

163 full time and 47 part time commercially registered fishing vessels operate from the district's ports. These vessels primarily target the shellfish fisheries. They target the crustacean stocks of crab (brown and velvet), lobster, and shrimp (brown and pink). In addition the Wash and North Norfolk vessels fish the bivalve cockle and mussel stocks in the Wash and cultivate pacific oysters. The finfish stocks of cod, bass, sole, skate and herring are mainly targeted in the southern part of the district. The first sale value of fish caught and landed from the district in 2007 is likely to be in the order of £8.5 Million from the public fisheries.

*To regulate, protect and develop the fisheries within the Committee's District in a manner that ensures sustainable viability for the foreseeable future and compliance with the Committee's environmental responsibilities.*

The Aim of the Joint Committee reflects the unique position and importance the organisation has for the management and protection of the highly important fisheries and sensitive marine environment within its district.

A review of the objectives was carried out in 2007 in order for the Joint Committee to ascertain whether or not the work that is being conducted continues to be relevant during a period in which both the priorities of inshore fisheries and environmental management are changing. The review highlighted that the Joint Committee's role is still relevant and will continue to be so in the future. It is clear that the successful management of inshore fisheries is dependent on local knowledge gained by broad stakeholder involvement and locally directed fisheries and environmental research. The sound principles of inshore fisheries management that have been developed by the Joint Committee through its objectives are well suited to meet future challenges.

Those changes that were made to the objectives were required to reflect the increasing work that the Joint Committee conducts to meet its statutory obligations and the wider stakeholder interest and involvement. The review identified the primary activities that the Joint Committee conducts to achieve each objective. The financial cost to achieve each objective has been identified. The Joint Committee has also identified the key areas of work that will be necessary to undertake in order to continue to meet its responsibilities in the future.

## OBJECTIVE ONE

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*To promote and enact fisheries and environmental legislation.*

<b>ACTIVITY:</b>	<b>INTENTION:</b>	<b>ACTION:</b>
Investigating the introduction of a possible <i>Sabellaria</i> Byelaw	Protection of a feature listed under the Wash & North Norfolk Coast SAC: <i>Prohibit the use of demersal towed gear over identified reef</i>	<ul style="list-style-type: none"><li>• Further research to determine the impact of towed gear on <i>Sabellaria</i> reef</li><li>• Purchase ROV to assess <i>Sabellaria</i> structure to determine habitat quality and extent</li><li>• Utilise research to develop a management matrix identifying the impact of various fishing methods on different reef structures</li><li>• Development of a byelaw if necessary through the byelaw sub committee</li></ul>
Amendment and review of the Wash Fishery Order 1992	To provide greater flexibility to the management of the shellfish fisheries in the Wash	<ul style="list-style-type: none"><li>• Obtain legal advice from Defra and Joint Committee solicitors</li><li>• Joint Committee to review recommendations and approve</li></ul>
Introduction of new Byelaws	Protection of the environment or species due to developments at local or national levels resulting from the Marine Bill	<ul style="list-style-type: none"><li>• Research and consultation on the issues</li><li>• Advertisement of the Byelaw</li></ul>
<b>COSTS:</b>	<b>£30,571</b> <b>£32,557</b>	<b>Projection 2007 - 2008</b> <b>Budget 2008 - 2009 (2.43% increase including inflation on 2007 – 2008 budget)</b>

## OBJECTIVE TWO

*To encourage the different stakeholders to work together and with the Committee to achieve the common goal of sustainable marine resource management.*

ACTIVITY:	INTENTION:	ACTION:
Development of a Wash Mussel and Cockle policy	To facilitate more effective management of the Wash molluscan shell fisheries in a timely manner	<ul style="list-style-type: none"> <li>• Receive consultant's report on 3<sup>rd</sup> draft of policy.</li> <li>• Agreement and adoption of fisheries management plans with Natural England, the fishing industry and the Joint Committee</li> <li>• Appropriate Assessments of cockle and mussel fisheries shorter and refer to agreed Policy</li> </ul>
To research and collate fisheries data relating to the main fisheries within the district	Fisheries within the district gain MSC certification reflecting healthy fish stocks and sound management of the fisheries within the district	<ul style="list-style-type: none"> <li>• Apply for assessment of the fishery(ies)</li> <li>• Implement identified requirements to meet MSC criteria</li> <li>• Accredited fishery(ies)</li> </ul>
Continuation of stakeholder involvement in management processes	To maintain the current open and equitable management process resulting in self compliance with legislation and agreed management measures	<ul style="list-style-type: none"> <li>• Fisheries data and proposed management measures provided to all relevant stakeholders</li> <li>• Invitation to stakeholders to provide input to the management process via written response or attendance at arranged discussion meetings</li> </ul>
<b>COSTS:</b>	<b>£47,032</b>	<b>Projection 2007 - 2008</b>
	<b>£50,088</b>	<b>Budget 2008 - 2009 (2.43% increase including inflation on 2007 – 2008 budget)</b>

## OBJECTIVE THREE

*To monitor fishing activity and ensure compliance with fisheries and relevant environmental legislation.*

ACTIVITY:	INTENTION:	ACTION:
Promotion of the ESFJC berried lobster test to SFCs and Defra	Compliance with SFC Byelaws and conservation of lobster stocks. <i>Introduction of English Statutory Instrument</i>	<ul style="list-style-type: none"> <li>• Training of SFC Fisheries Officers</li> <li>• Presentation to Defra</li> <li>• Development of portable testing kits and training programme</li> </ul>
Introduction of remote vessel monitoring systems	Greater use of technology to increase enforcement effectiveness	<ul style="list-style-type: none"> <li>• Legal advice obtained determining whether or not a licence condition of the Wash Fishery Order can be introduced requiring AIS to be fitted to vessels targeting shellfish within the Wash</li> <li>• Installation of AIS equipment on fishing vessels</li> </ul>
Development of standard boarding forms	Improve data collection and identification of non compliance with fisheries legislation	<ul style="list-style-type: none"> <li>• All Fishery Officers competent in use of boarding forms</li> <li>• 100% of boarding forms fully completed and entered onto the RNSS system</li> </ul>
Quota management of the mussel and cockle fisheries	Fisheries resources are not over exploited	<ul style="list-style-type: none"> <li>• 100% use of weekly catch return sheets by fishermen</li> <li>• 95% of cockle landings from the dredge fishery inspected</li> <li>• Changes to the daily cockle quota agreed with fishermen</li> <li>• Regulation 2 of Wash Fishery Order changed to allow greater management flexibility through daily quotas</li> </ul>
<b>COSTS:</b>	<b>£545,577</b> <b>£581,022</b>	<b>Projection 2007 - 2008</b> <b>Budget 2008 - 2009 (2.43% increase including inflation on 2007 – 2008 budget)</b>

## OBJECTIVE FOUR

*To assess fish stocks in order to balance fishing effort with stock availability and environmental requirements.*

ACTIVITY:	INTENTION:	ACTION:
Cockle and Mussel stock assessment surveys	Fishery managed sustainable	<ul style="list-style-type: none"> <li>To provide shellfish data to enable informed decisions to be made regarding the continued effective management of these fisheries</li> <li>Fisheries open</li> <li>All stock assessments completed on time and within budget</li> </ul>
Lobster bio-sampling	Greater understanding of the Lobster population dynamics and stock levels	<ul style="list-style-type: none"> <li>Lobster tagging programme</li> <li>Bio-sampling at sea/deployment of survey pots</li> <li>Development of a Suffolk bio-sampling/tagging programme</li> <li>Monthly bio-sampling of landed catch by Fishery Officers</li> </ul>
Crab bio-sampling	Greater understanding of the Crab population dynamics and stock levels	<ul style="list-style-type: none"> <li>Development of a District wide bio-sampling/tagging programme</li> <li>Bio-sampling at sea/deployment of survey pots</li> <li>Monthly bio-sampling of landed catch by Fishery Officers</li> </ul>
Survey, management and enforcement of the fishery	Reopening of a sustainable Native Oyster fishery within the Stour	<ul style="list-style-type: none"> <li>Removal of temporary closure currently in place</li> <li>Further surveys of Oyster stocks and joint working with KESFC</li> <li>Agreed and joined up management with KESFC</li> </ul>
Survey, management and enforcement of the Razor fishery	Opening of a sustainable new fishery within the Wash	<ul style="list-style-type: none"> <li>Regulated fishery open</li> <li>Management of fishery transferred to ESFJC</li> </ul>
Promotion of the MSC scheme and application for certification where appropriate	Fisheries within the district attain MSC certification	<ul style="list-style-type: none"> <li>Identification of suitable fisheries</li> <li>Identification of data requirements</li> <li>MSC certified fisheries within the district</li> </ul>
<b>COSTS:</b>	<b>£331,580</b>	<b>Projection 2007 - 2008</b>
	<b>£352,120</b>	<b>Budget 2008 - 2009 (2.43% increase including inflation on 2007 – 2008 budget)</b>

## OBJECTIVE FIVE

*To provide the training and motivation to ensure that the Committee's staff are able to carry out their tasks efficiently and achieve best value in support of the aim.*

ACTIVITY:	INTENTION:	ACTION:
Continuation of Staff appraisal programme	Identification of training needs and performance review	<ul style="list-style-type: none"> <li>• Annual review completed</li> <li>• Training needs identified for individual employees</li> <li>• Performance of staff evaluated against Committee's aim and objectives</li> <li>• Measurable improvement in individual staff performance</li> </ul>
Enforcement training	Increased awareness of fisheries/environmental legislation. To ensure high standards of working and consistent approach to enforcement	<ul style="list-style-type: none"> <li>• Bimonthly enforcement training conducted at staff meetings</li> <li>• One to one coaching of Fishery Officers in fisheries and environmental legislation by Senior Fishery Officers</li> <li>• Senior Boarding Officer to assess enforcement standards at sea</li> <li>• Development and use of enforcement case studies, scenarios and Officer completed training revision sheets</li> <li>• Standard boarding forms in use with all boardings input into the RNSS system</li> <li>• Training of FOs in net measurement to MFA standard</li> </ul>
Disseminating information to all members of staff	Motivated, effective and efficient staff working in a safe manner	<ul style="list-style-type: none"> <li>• Bimonthly staff meetings</li> <li>• Mandatory safety training identified for each staff member</li> <li>• Support and training provided to individuals to enhance self development</li> </ul>
All staff consider budget implications of their actions	All staff contribute to ensuring that the budget is utilised effectively	<ul style="list-style-type: none"> <li>• All Area FOs/vessels and the Research Department produce an annual work plan</li> <li>• Vessel Skippers/Mates/Engineers assist with forecasting expenditure</li> <li>• Adherence to ESFJC Financial Regulations</li> <li>• Complete financial year within budget</li> </ul>
<b>COSTS:</b>	<b>£47,032</b>	<b>Projection 2007 - 2008</b>
	<b>£50,088</b>	<b>Budget 2008 - 2009 (2.43% increase including inflation on 2007 – 2008 budget)</b>

## OBJECTIVE SIX

*To promote and encourage shellfish cultivation as an alternative to reliance upon wild fisheries and support developments that improve catch quality.*

ACTIVITY:	INTENTION:	ACTION:
RoxAnn survey for sublittoral mussel	Identification of sublittoral mussel beds for relaying into the Several Fishery	<ul style="list-style-type: none"> <li>• Identify areas of sublittoral mussel beds</li> <li>• Appropriate Assessment for sublittoral mussel fishery shorter and refers to agreed Policy</li> </ul>
Completion of the review of consents regarding the Several Fishery Lays	To identify whether current use of the lays is having an adverse effect on the interest features of the EMS	<ul style="list-style-type: none"> <li>• Review ESFJC lay leases</li> <li>• If adverse affect of lays on EMS interest features identified – ESFJC to determine legal position regarding modification or revocation of lay leases</li> <li>• Creation of a formal lay review process</li> </ul>
Intertidal mussel surveys conducted	To identify suitable mussel for relaying into the Several Fishery	<ul style="list-style-type: none"> <li>• Appropriate Assessment for relaying mussel fishery shorter and refers to agreed Policy</li> <li>• Continuing acceptance by industry of ESFJCs management decisions concerning this fishery</li> </ul>
Biotoxin Sampling of shellfish in the Wash	Obtain water classification for shellfish harvesting areas. Monitor water quality.	<ul style="list-style-type: none"> <li>• Collect shellfish samples for 15 stations in the Wash.</li> <li>• Monthly tested by local EHO</li> <li>• Quarterly samples collected for CEFAS</li> <li>• Restocking of sampling stations.</li> </ul>
Promotion of grants available to the fishing industry	To assist in the identification and development of fisheries infrastructure throughout the district	<ul style="list-style-type: none"> <li>• Assist in the development of EFF grant applications</li> </ul>

**COSTS:**      £25,868

**Projection 2007 - 2008**

£27,548

**Budget 2008 - 2009 (2.43% increase including inflation on 2007 – 2008 budget)**

## OBJECTIVE SEVEN

*To ensure that fishing methods and equipment minimise disturbance to the environment.*

ACTIVITY:	INTENTION:	ACTION:
Certification of gear used in the cockle and mussel fisheries	Ensure compliance with agreed management measures	<ul style="list-style-type: none"> <li>Smash rates of vessels intending to participate in the cockle fishery to be conducted prior to the fishery opening</li> <li>Removal of cockle dredges to be made a licence condition for those vessels participating in the cockle handworked fishery</li> <li>Cockle riddles and dredge heads measured and tagged (i.e. approved) prior to the cockle dredge fishery opening</li> </ul>
Intertidal surveys conducted	To assess impact of the fisheries and to protect sensitive area from fishing damage	<ul style="list-style-type: none"> <li>Pre and post fisheries survey completed</li> <li>Information used in support of subsequent Appropriate Assessments</li> <li>Sensitive areas closed to fishing</li> </ul>
To reassess fisheries management policies to ensure they remain inline with new research and understanding	To ensure ESFJC continues to meet its environmental obligations within the EMS	<ul style="list-style-type: none"> <li>Review of fisheries management policies in light of results of CEH modelling work identifying bird and shellfish stock interactions</li> <li>Acceptance by industry to changes in ESFJC management measures</li> </ul>
<b>COSTS:</b>	<b>£29,395</b>	<b>Projection 2007 - 2008</b>
	<b>£31,305</b>	<b>Budget 2008 - 2009 (2.43% increase including inflation on 2007 – 2008 budget)</b>

## OBJECTIVE EIGHT

*To promote the aim and objectives of the Committee to improve the understanding of the marine environment and to encourage others to take them fully into account when developing/implementing their own plans, strategies or codes of practice.*

ACTIVITY:	INTENTION:	ACTION:
Provide information and advice on external consultations potentially impacting the District	To ensure developments/activities do not adversely effect the fisheries and the marine environment within the District	<ul style="list-style-type: none"> <li>• Written response to all proposed developments e.g. wind farms/aggregate extraction</li> <li>• Written response to Defra consultations</li> <li>• Written responses as a Statutory Consultee</li> </ul>
Continued attendance as a member of the Eastern Region Liaison Group	Improved dialogue between the various fisheries and environmental enforcement organisations along the UK's Eastern coastline	<ul style="list-style-type: none"> <li>• Joint operations conducted</li> <li>• Cross Warranting of SFC FOs</li> <li>• ESFJC FOs obtain EA SAFFA Warrants</li> <li>• Joint training of FOs in enforcement matters</li> <li>• Consistent fisheries enforcement approach across organisations</li> </ul>
Lead authority for the Wash and North Norfolk European Site Management Scheme	Maintain and improve the site features and wider ecosystem of the EMS	<ul style="list-style-type: none"> <li>• Project Manager employed by ESFJC</li> <li>• ESFJC Chair the EMS Management Group</li> <li>• To work with other organisations to meet the reviewed conservation objectives for the EMS</li> </ul>
<b>COSTS:</b>	<b>£118,757</b> <b>£126,472</b>	<b>Projection 2007 - 2008</b> <b>Budget 2008 - 2009 (2.43% increase including inflation on 2007 – 2008 budget)</b>

The rules governing the Joint Committee's financial management procedures are set out in the Joint Committee's Financial Regulations adopted in 1999. A full time Finance Officer is employed by the Joint Committee to oversee the day to day financial running of the Joint Committee and to produce budgets, forecasts and the annual statement of accounts which is signed off by the Clerk and Chief Fishery Officer.

A system of internal financial control is in place, which includes:

- A comprehensive budgeting system incorporating a zero based budget.
- Regular reviews of periodic and annual reports which indicate financial performance against forecasts.
- Preparation of management accounts that indicate actual expenditure against budgets and forecasts.
- Clearly defined capital expenditure guidelines and as appropriate formal project management disciplines.

The effectiveness of financial management and procedures is examined and reviewed by:

- The Internal Auditor appointed by the Joint Committee periodically inspects the financial records, documents and vouchers certifying the Joint Committee's Financial Regulations are being correctly operated in respect of purchases from suppliers, payment of salaries and expenses and petty cash purchases.
- The Joint Committee's External Auditors annually examine the Joint Committee's ledger and accounts records and the Statement of Accounts. The External Auditors also certify that the Statement of Accounts presented by the Clerk and Chief Fishery Officer present fairly the financial position of the Joint Committee and its income and expenditure for the year whilst complying with CIPFA Regulations 2000, Accounts and Audit Regulations 2003, and the 2006 Statement of Recommended Practice (CIPFA).
- The Joint Committee has to approve the accounts by the 30<sup>th</sup> of June each year. All financial papers are sent to the constituent Councils treasury departments for review.
- The general public has a right to scrutinise the Joint Committee's accounts and documents. The Notice of Public Rights is advertised annually.

## OUR MAIN PRIORITIES & CHALLENGES AHEAD

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SHORT TERM 1 – 3 YEARS	MEDIUM TERM 3 – 7 YEARS	LONG TERM 7 – 15 YEARS
<ul style="list-style-type: none"> <li>• Developing skills set of existing staff</li> <li>• Staff retention</li> <li>• Maintain and improve morale within the organisation through period of uncertainty</li> <li>• Manage a possible transition to a new organisation</li> <li>• Implementation of shellfish fishery management policies</li> <li>• Introduction of standard boarding procedures</li> <li>• Senior Boarding Officer</li> <li>• Increasing enforcement skill set and knowledge amongst Fisheries Officers</li> <li>• Recruitment and development of Area 4 Fishery Officer (currently vacant)</li> <li>• Introduction of remote surveillance of vessels licensed under the WFO 1992</li> <li>• Further development of a communication strategy to ensure stakeholders are informed of relevant legislation and information</li> <li>• Ensuring sustainable fisheries development within designated environmental areas</li> <li>• Establish a new licensing system for the WFO 1992</li> <li>• Represent fisheries interests in consultations for offshore wind farm developments</li> </ul>	<ul style="list-style-type: none"> <li>• Design and commissioning of a new offshore patrol vessel</li> <li>• Manage a possible transition to a new organisation</li> <li>• Enforcement of the activities of Recreational Sea Anglers if licensed</li> <li>• Management of currently unlicensed marine activities</li> <li>• Enforcement of environmental legislation including any additional regulations</li> <li>• Managing potential conflict as a result and displacement of fishing effort resulting from the commissioning of offshore windfarm sites</li> <li>• Re-negotiation of office lease or identification and relocation of ESFJC HQ</li> <li>• Ensuring sustainable fisheries development within designated environmental areas</li> <li>• Native Oyster fishery developed</li> <li>• Development and implementation of finfish management policies</li> <li>• Expansion of the research programme to incorporate finfish</li> <li>• 1<sup>st</sup> fishery obtaining MSC or equivalent certification</li> <li>• Strategic Environmental Assessment of fisheries management in District</li> </ul>	<ul style="list-style-type: none"> <li>• Design and commissioning of a replacement research vessel</li> <li>• Preparation for legislation to replace the WFO 1992 (Exp. 2022)</li> <li>• Ensuring sustainable fisheries development within designated environmental areas</li> <li>• Identification of potential new fisheries resulting from changes in fish migration patterns</li> <li>• All fisheries within ESFJC district are certified as being caught from sustainable stocks</li> </ul>

## OUR CUSTOMERS & STAKEHOLDERS

7

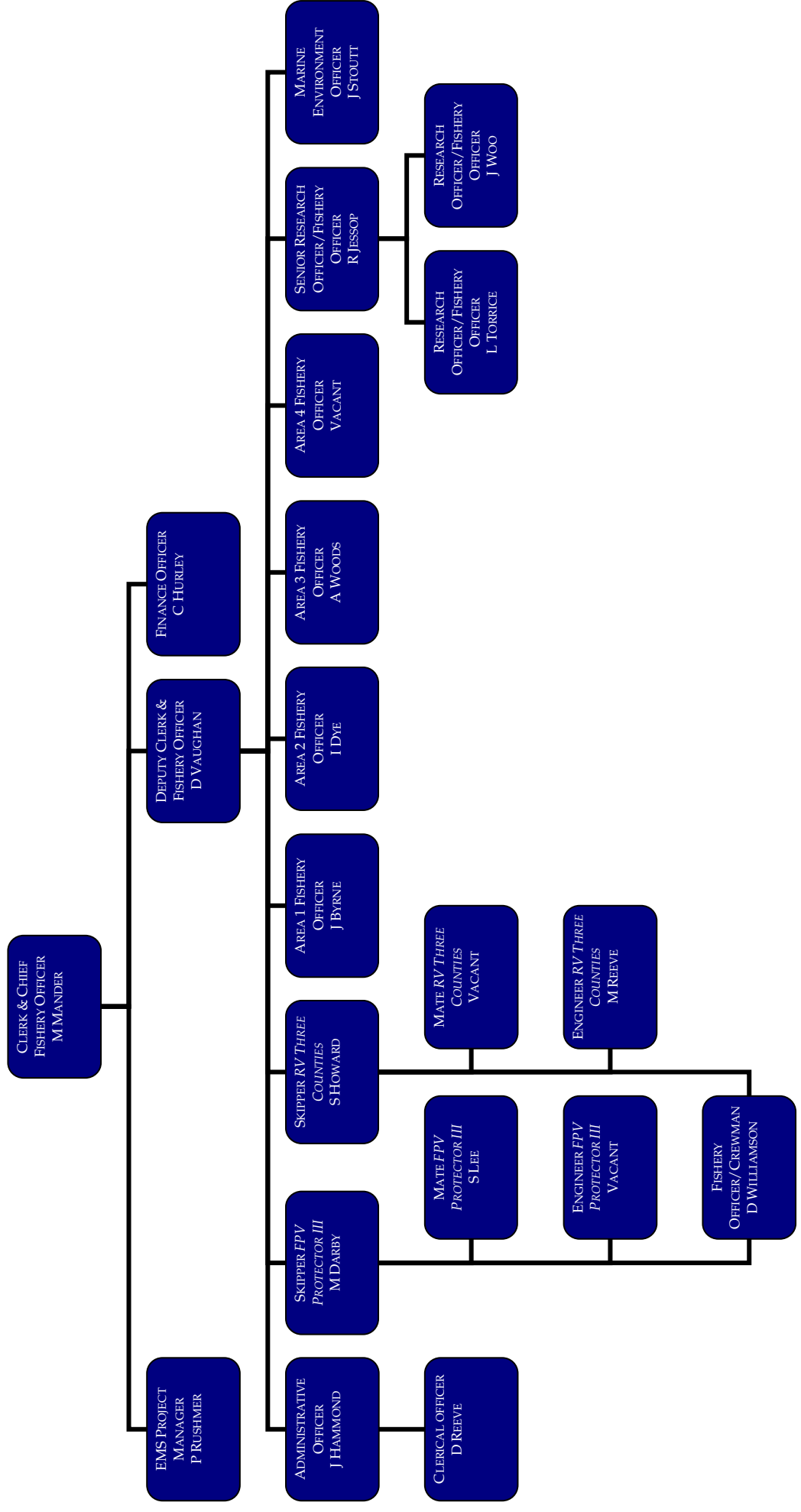
GOVERNMENT DEPARTMENTS & EXECUTIVE AGENCIES	LOCAL GOVERNMENT	INDUSTRY	NON-GOVERNMENTAL ORGANISATIONS/ACADEMIA
<p>Natural England                      Marine and Fisheries Agency                      Environment Agency                      Food Standards Agency                      Centre for Ecology and Hydrology                      RAF                      (Defence Estates)                      Defra - Sea Fisheries Conservation Division                      Defra – Marine Environment Division                      Defra – European Wildlife Division &amp; BERR – Offshore Renewables Consents                      Defra – Fishing Industry Management Division                      Centre for Environment, Fisheries and Aquaculture Science                      Strategic Environmental Assessment Steering Group                      Royal Navy - Fisheries Protection Squadron</p>	<p>Norfolk County Council                      Lincolnshire County Council                      Suffolk County Council                      Sea Fisheries Committees                      Environmental Health Departments</p>	<p>Shellfish processors                      Fishermen                      Fishermen's Associations                      Offshore aggregate developers                      Offshore wind energy developers                      Marine environmental consultants                      Ports: Harwich Haven Regulators Group</p>	<p>Marine environment groups                      Universities                      British Trust for Ornithology                      Wash Estuary Strategy Group                      Abberton Stakeholders Group                      Royal Society for the Protection of Birds                      Orford Town Trust                      Stour &amp; Orwell Estuaries Management Group                      Humber Estuary Relevant Authorities Group                      Wash &amp; North Norfolk Coast                      European Marine Site – Local Advisory Groups                      Wash &amp; North Norfolk Coast European Marine Site Management Group                      Recreational Sea Anglers                      Waterbird Study Group (Wash &amp; North Norfolk Coast)                      Alde/Ore Estuary Planning Partnership                      Association of Sea Fisheries Committees</p>

## APPENDIX A: ORGANISATION & RESOURCES

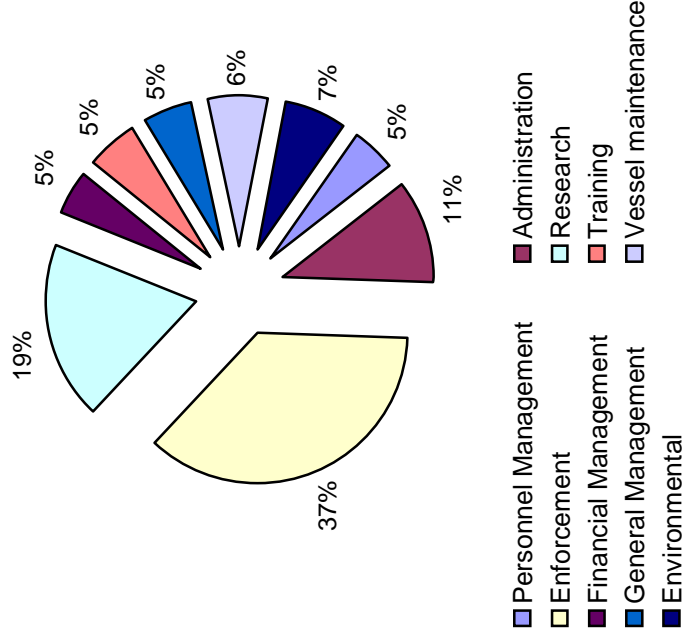
VESSEL DETAILS	HP	MCA WORK BOAT CODE	LENGTH	CREW	COMMISSIONED	LIFE REMAINING	REPLACEMENT COST
<i>FPV ESF Protector III</i>	2400	Cat. 2 (60 nm offshore)	24m	5	1994	4-9	£2.5 - 3.5M
<i>FPV Sea Spray</i>	260	Cat. 3 (20 nm offshore)	6.8m	3	2004	3-5	£80,000
<i>FPV Pisces</i>	100	Cat. 3 (20 nm offshore)	5.5m	2	1998	3-4	£40,000
<i>RV Three Counties</i>	1050	Cat. 2 (60 nm offshore)	18m	3	2002	10-14	£1,400,000
<i>RV Runner</i>	50	N/A	3.5m	2	2004	4	£13,000

VEHICLE DETAILS	ALLOCATED TO	ENTERED SERVICE	REPLACEMENT DATE	REPLACEMENT COST
Peugeot 207 sw	Area 1 FO	2007	2012	£11,000
Peugeot 207 sw	Area 2 FO	2007	2012	£11,000
Citroen Berlingo	Area 3 FO	2005	2010	£9,000
Nissan Navara 4 x4	Area 4 FO	2004	2009	£16,000
Citroen Berlingo	ESFJC Office	2004	2009	£9,000
Nissan Navara 4 x4	<i>RV Three Counties</i>	2005	2010	£16,000
Ford Tourneo bus	<i>FPV Protector III</i>	2008	2013	£14,500
Renault Clio	ESFJC Office	2007	2012	£9,000

# STAFF STRUCTURE AS AT JANUARY 2008



<b>WORK AREA</b>	<b>HOURS</b>	<b>COST</b>
PERSONNEL MANAGEMENT	1,616	£103,913
ADMINISTRATION	3,323	£20,783
ENFORCEMENT	13,089	£256,319
RESEARCH	6,828	£41,565
FINANCIAL MANAGEMENT	1,616	£27,710
TRAINING	1,943	£83,130
GENERAL MANAGEMENT	1,823	£96,985
VESSEL MAINTENANCE	2,244	£6,928
ENVIRONMENTAL	2,042	£55,420
<b>ALL AREAS</b>	<b>34,523</b>	<b>£692,753</b>



## BREAKDOWN OF WORK AREAS BY WORKING HOURS AND EMPLOYEE SALARY AMORTISED PER WORKING HOUR DURING 2007-2008

## APPENDIX B: COMMITTEE STRUCTURES

COMMITTEE	DEFRA APPOINTEES	AFFILIATION	COUNCILLORS	AFFILIATIONS
<b>Statutory Committee</b>	Vacancy	TBA	S Bakewell (SB)	Lincolnshire County Council
	R A Brewster (RA)	Commercial Fisherman	S F Williams (SWi)**	Lincolnshire County Council
	R Garnet (RG)	Commercial Fisherman	A J Turner JP (AT)	Lincolnshire County Council
	N Lake (NL)	Commercial Fisherman	D A Baxter (DB) *	Norfolk County Council
	I Large (IL)	Commercial Fisherman	B Hannah (BH)	Norfolk County Council
	T Pinborough (TP)	Recreational Sea Angler	G Nobbs (GN)	Norfolk County Council
	C Southerland (CS)	Commercial Fisherman	D Rye (DR)	Norfolk County Council
	N Tomlinson (NT)	Environment Agency	R Bellham (RB)	Suffolk County Council
	S Williamson (SW)	Commercial Fisherman	R A Ward (RW)	Suffolk County Council
	M Yates (MY)	Centre for Ecology and Hydrology	D Woods (DW)	Suffolk County Council
	<b>SUB COMMITTEE MEMBERSHIP</b>			
<b>Byelaw Sub-Committee</b>			DB, SWi, DR, DW, TP, IL, RA, NT, NL	
<b>Finance and General Purpose Sub-Committee</b>			DB, SWi, AT, DR, SB, RW, DW, BH, IL, RA	
<b>Personnel Sub-Committee</b>			DB, SWi, AT, CS, DW, DR, DW, SW	
<b>Recreational Sea Angling Sub-Committee</b>			DB, SWi, AT, DR, RW, GN, SB, IL, TP, MY, NT, NL	
<b>Vessel Sub-Committee</b>			DB, SWi, RW, AT, BH, DR, SW, RB, NL	
<b>Wash Management Sub-Committee</b>			DB, SWi, AT, DR, SB, BG, RW, CS, SW, NL, RB, MY	

\* Chairman \*\*Vice Chairman

## APPENDIX C: RISK MANAGEMENT

The management of risk is considered in all activities conducted by Joint Committee Officers. All employees are familiar with the management of risk through developing risk assessments covering safe working practices through to scrutinising invoices and purchase orders to identify financial risks. Risk assessments are reviewed on an annual basis at a minimum. The risk matrix below is reviewed on regular basis by the senior management team comprising the Clerk & Chief Fishery Officer, Deputy Clerk & Fishery Officer and the Finance Officer. The matrix below highlights those risks identified for the financial years 2007-2008. Where a risk existed prior to this but a measure has been introduced to mitigate this risk and reduce exposure to it. The mitigation is highlighted in green. All other alterations from the previous year are highlighted in red.

Description	Owner	Implications	Likelihood	Severity	Risk	Mitigation	Coverage	Effectiveness	Residual Risk
Shellfish stocks collapse	CCFO	<ul style="list-style-type: none"> <li>• Collapse of fishing industry</li> <li>• Enforcement problems and non compliance with legislation</li> <li>• Environmental degradation</li> </ul>	H	H	H	<ul style="list-style-type: none"> <li>• Annual stock assessment</li> <li>• <b>Fishery management policies agreed</b></li> <li>• Consultation with industry</li> <li>• Shellfisheries go through Appropriate Assessment process</li> <li>• Allocate sufficient resources to monitoring and effective enforcement</li> </ul>	M	H	M
Failure to issue WFO 1992 licences on time or with sufficient care	CCFO	<ul style="list-style-type: none"> <li>• Non compliance with legislation</li> <li>• Conflict with fishing industry</li> <li>• Lack of control of vessel activities and interruption of legitimate fishing activities</li> </ul>	M	M	M	<ul style="list-style-type: none"> <li>• Standardised licensing regime</li> <li>• Review of licensing procedure</li> <li>• <b>Annual licences introduced</b></li> <li>• Issuance of licences restricted to CCFO and administrative staff</li> </ul>	H	M	L
Failure to manage shellfish quotas	CCFO	<ul style="list-style-type: none"> <li>• Enforcement and non compliance with legislation</li> <li>• Environmental degradation</li> </ul>	M	H	H	<ul style="list-style-type: none"> <li>• Identified as an enforcement priority</li> <li>• Regular monitoring of quotas/catch returns</li> <li>• Fisheries closed as necessary</li> <li>• Allocate sufficient resources to monitoring and effective enforcement</li> <li>• Monthly planning rosters</li> <li>• <b>Planned introduction of AIS</b></li> </ul>	H	H	L

Description	Owner	Implications	Likelihood	Severity	Risk	Mitigation	Coverage	Effectiveness	Residual Risk
Insufficient resources to meet data inputting requirements	AO	<ul style="list-style-type: none"> <li>Delays in quota uptake and monitoring affecting quality stock assessments</li> <li>Enforcement difficulties</li> <li>Poor morale</li> </ul>	M	M	M	<ul style="list-style-type: none"> <li>Recruit additional resources as required</li> <li>Additional requirements identified in staff appraisals</li> <li>Work plans developed to identify future pressures</li> </ul>	H	M	L
Enforcement activities conducted in an unprofessional and uncoordinated manner	CCFO	<ul style="list-style-type: none"> <li>Inconsistent approach to fisheries enforcement</li> <li>Enforcement problems and non compliance with legislation</li> <li>Poor morale amongst other FOs</li> </ul>	M	M	H	<ul style="list-style-type: none"> <li>Regular staff meetings combined with enforcement training</li> <li>Staff appraisals</li> <li>Work plans available for all Fishery Officers</li> <li>Senior Boarding Officer role created to standardise boardings at sea</li> <li>Area FOs coach other FOs in their area and their approach to enforcement</li> <li>All FOs receive comprehensive in house PACE training</li> <li>Issue of Warrants delayed until Senior Enforcement Officers are convinced the FO is capable of carrying out the enforcement role</li> <li>RNSS system used on patrol vessel to target enforcement activities</li> <li>Code of Conduct for inspections at sea and ashore developed</li> </ul>	H	M	M

Description	Owner	Implications	Likelihood	Severity	Risk	Mitigation	Coverage	Effectiveness	Residual Risk
Failure to obtain EU money for refitting vessels or for new builds	DCFO	<ul style="list-style-type: none"> <li>Available grants not used to reduce financial burden on County Councils</li> </ul>	L	H	L	<ul style="list-style-type: none"> <li>Liaison with Defra and MFA/SFCs to determine active and available funding streams</li> </ul>	H	H	L
Failure to collect sufficient biological samples to provide robust data required to determine quotas	SRO	<ul style="list-style-type: none"> <li>Reduced quality of data for Research Department for scientific stock assessment purposes</li> <li>Shellfish fisheries not opened to fishing as insufficient information available to gain consent through Appropriate Assessment procedure</li> </ul>	H	H	H	<ul style="list-style-type: none"> <li>Monthly rostas</li> <li>Work plans developed for Research Department and Research Vessel</li> <li>Recruit additional resources as required</li> <li>Dedicated Research Vessel</li> <li>Change of role for one Research Officer / Fishery Officer</li> </ul>	M	M	M
Failure to maintain effective financial control	Fin. O	<ul style="list-style-type: none"> <li>Fraudulent activity leading to misuse and/or misappropriation of funds</li> <li>Lack of financial resources to carry out statutory obligations</li> </ul>	L	H	M	<ul style="list-style-type: none"> <li>Independent audit of accounts</li> <li>Finance sub-committee in place to review budgetary spend</li> <li>Restricted use for company credit cards</li> <li>Fuel cards allocated to specific organisation vehicles</li> <li>ESFJC Financial Regulations</li> <li>Trackers fitted to all Joint Committee vehicles</li> </ul>	H	H	L

Description	Owner	Implications	Likelihood	Severity	Risk	Mitigation	Coverage	Effectiveness	Residual Risk
Failure to ensure effective financial management and controls within the organisation	Fin. O	<ul style="list-style-type: none"> <li>Best value not achieved</li> <li>Significant over spend within the financial year by the organisation</li> </ul>	H	H	H	<ul style="list-style-type: none"> <li>Management procedures and monitoring arrangements in place are sufficiently robust and accurate</li> <li>Ensure appropriate action is taken in the financial year and appropriate adjustments are made to meet the budget</li> <li>ESFJC Financial Regulations</li> </ul>	H	H	L
Injury to staff due to unsafe working practices	CCFO S/FO	<ul style="list-style-type: none"> <li>Death or injury of staff</li> </ul>				<ul style="list-style-type: none"> <li>Mandatory safety training register maintained</li> <li>Adequate training budget to cover all training requirements</li> <li>Well trained staff</li> <li>Risk assessments available and regularly reviewed for each task</li> <li>High quality PPE issued to all staff</li> <li>PAT testing conducted in house</li> <li>Scheduled safety drills conducted on each vessel</li> <li>Annual in-house fire assessment conducted</li> <li>Boarding Standing Order developed</li> <li>Lone Working Policy developed</li> <li>Conflict Resolution Policy developed</li> <li>Designated Duty Officer with capability of tracking vehicle from home</li> </ul>	H	H	M

Description	Owner	Implications	Likelihood	Severity	Risk	Mitigation	Coverage	Effectiveness	Residual Risk
Review of consents identified that lays consents may need revoking	CCFO	<ul style="list-style-type: none"> <li>Reduction in Several Fishery capacity and production</li> <li>Increased pressure on alternative fisheries</li> <li>Financial</li> </ul>	H	H	H	<ul style="list-style-type: none"> <li>Biotope mapping conducted</li> <li>Literature review conducted</li> <li>Appropriate Assessment completed</li> <li>CEH modelling of Several Fishery/Eider interactions</li> <li>Delivery of Review of Consents</li> <li>Appropriate Assessment (in process)</li> </ul>	H	M	H
Fisheries in the District impacted by the activities of developers/industry; insufficient time to fully consider environmental impact assessments for offshore developments	MEO	<ul style="list-style-type: none"> <li>Shellfish fisheries close due to contamination</li> <li>Significant shellfish mortality</li> <li>Temporary or permanent loss of, or damage to, fish stocks, fishery habitats or fishing grounds</li> <li>Reduced catches and income for fishermen</li> </ul>	L	H	M	<ul style="list-style-type: none"> <li>Consultations responded to</li> <li>Response to EIAs by MEO</li> <li>Area FO update MEO on activities occurring in their areas</li> <li>Liaison with consenting agencies</li> <li>Developer meetings attended by ESFJC representative</li> <li>Possible introduction of an Assistant Marine Environment Officer / Fishery Officer based in Suffolk</li> <li>Introduction of a standard response to generic enquires</li> <li>CD to be created holding information on the location of fisheries and importance conservation locations within the district in a GIS format</li> </ul>	M	M	M

Description	Owner	Implications	Likelihood	Severity	Risk	Mitigation	Coverage	Effectiveness	Residual Risk
Failure to maintain effective management control	CCFO	<ul style="list-style-type: none"> <li>Misuse of committees assets</li> <li>Ineffective working practices</li> </ul>	M	M	M	<ul style="list-style-type: none"> <li>Asset register maintained</li> <li>Inventory for each FO/ vessel listing ESFJC assets in their possession</li> <li>Vehicle/equipment signing in/out book</li> <li>Vehicle log books</li> <li>Vehicle trackers fitted</li> <li>Time recording procedure and monitoring/auditing in place</li> <li>Development of staff handbook</li> </ul>	H	H	L
Environmental degradation of the EMS/SSSI due to fishing activities	CCFO	<ul style="list-style-type: none"> <li>Environmental degradation</li> <li>Committee not meeting statutory duties under UK conservation legislation</li> </ul>	M	H	M	<ul style="list-style-type: none"> <li>Shellfish harvesting activities within the EMS subject to Appropriate Assessment and review by Natural England</li> <li>Effective enforcement coverage</li> <li>Agreed shellfish management policies in place</li> </ul>	H	H	L
Failure to collect and process EHO samples leads to declassification of harvesting areas	SRO	<ul style="list-style-type: none"> <li>Shellfish fisheries closed resulting in an economic impact on the fishing industry</li> </ul>	M	H	M	<ul style="list-style-type: none"> <li>Work plans identify sampling regime</li> <li>Regular liaison with local EHO</li> <li>Sampling is identified via the monthly rosta</li> <li>Risk is increased following relocation of the EHO to Norwich</li> </ul>	H	H	M

Description	Owner	Implications	Likelihood	Severity	Risk	Mitigation	Coverage	Effectiveness	Residual Risk
Failure to identify enforcement priorities	DCFO	<ul style="list-style-type: none"> <li>Poor targeting of resources</li> <li>Negative publicity</li> <li>High levels of non compliance with legislation</li> </ul>	H	H	H	<ul style="list-style-type: none"> <li>Regular Eastern Regional Liaison Group meetings held</li> <li>Area handbook updated by FOs identify fishing activity and enforcement priorities</li> <li>Monthly rosters</li> <li>Regular review of enforcement handbook</li> </ul>	H	M	L
Failure to co-operate with other enforcement bodies	CCFO	<ul style="list-style-type: none"> <li>Inconsistent approach to fisheries enforcement</li> </ul>	M	M	M	<ul style="list-style-type: none"> <li>Eastern Regional Liaison Group established</li> <li>Liaison with MFA and adjoining SFCs</li> <li>Attendance at ASFC</li> <li>RNSS system active on patrol vessel</li> <li>Yellow book provided by MPA Ops</li> <li>Net training to be provided by MFA</li> <li>Cross Warranting with EA and KESFC</li> </ul>	H	M	M

Description	Owner	Implications	Likelihood	Severity	Risk	Mitigation	Coverage	Effectiveness	Residual Risk
Failure to fully engage with stakeholders	CCFO	<ul style="list-style-type: none"> <li>Conflict between differing stakeholders</li> <li>Non compliance with fisheries and environmental legislation</li> <li>Misunderstanding of the Committee's role</li> <li>Lack of trust in the Committee's management processes</li> </ul>	H	H	H	<ul style="list-style-type: none"> <li>Regular industry meetings</li> <li>Dissemination of all survey data and management proposals</li> <li>Committee responds to government and developer consultations/proposals</li> <li>Maintenance of website</li> <li>Sub Committees established as appropriate to consider specific issues</li> <li>Regular/structured liaison with other enforcement bodies</li> <li>Annual and research reports published</li> <li>Regular high profile public relations activities conducted</li> <li>Willingness to engage with the media</li> <li>Publication on ESFJC website of this business plan</li> <li>Introduction of a 'What's New' section of the Joint Committee's website</li> <li>Regular P.R. releases including radio interviews by Joint Committee Officers</li> </ul>	M	H	M
Failure to identify/secure funding intended to improve fishing industry infrastructure	CCFO	<ul style="list-style-type: none"> <li>Fishing industry miss out on available grant aid opportunities</li> <li>Fishing industry infrastructure declines</li> </ul>	L	M	L	<ul style="list-style-type: none"> <li>Liaison with local EFF area co-coordinator/MFA Officers</li> <li>Liaison with stakeholders</li> </ul>	H	H	L

## APPENDIX D: ESFJC & APPROPRIATE ASSESSMENTS

### BACKGROUND

The ESFJC District contains designated conservation sites incorporating habitats and species that are protected under European and UK legislation. These sites include The Wash and north Norfolk Coast, and the Stour and Orwell estuaries. Relevant authorities such as the Joint Committee that conduct and consent activities within these sites are required to manage those activities to ensure they do not adversely affect the conservation features. Significant activities are referred to as “plans or projects” under the UK Habitats Regulations and require special consideration through the appropriate assessment process. The cockle and mussel fisheries in the Wash are examples of such plans or projects; their management is routinely developed according to detailed advice from the government’s statutory nature conservation advisor, Natural England (NE) (formerly English Nature). Having agreed the management policies for the cockle and mussel fisheries in the Wash it is envisaged that the Appropriate Assessment process will be much more straightforward and responses from Natural England to proposed activities will be quicker allowing the Committee to manage these fisheries more effectively.

This process must be followed for “plans or projects”, e.g. licensed fisheries, authorised by the Joint Committee within designated European Marine Sites, i.e. Special Areas of Conservation and/or Special Protection Areas that extend below mean high water. Within the District, these sites are:

- Humber Estuary SPA (a small area of this site lies with the ESFJC District, although the majority is within the North Eastern SFC District).
- Gibraltar Point SPA
- The Wash and North Norfolk Coast SAC
- The Wash SPA
- The North Norfolk Coast SPA
- Stour and Orwell Estuaries SPA.

To date the only fisheries activities that have been identified as “plans or projects” are the Regulated cockle and mussel fisheries authorised by the Joint Committee under the Wash Fishery Order. The issue of lay leases in the Wash Several Fishery is also regarded as a “plan or project”. In addition to assessing new lease applications, the Joint Committee is required to retrospectively assess the impact of existing lay leases within the site (the “review of consents”). This process is underway and could theoretically result in the modification or revocation of lay leases in the Wash.

**APPROPRIATE ASSESSMENTS CONDUCTED DURING 2007/08**

<b>SUBMITTED</b>	<b>PROPOSED FISHERY</b>	<b>APPROPRIATE ASSESSMENT CONCLUSION</b>		<b>OPENING DATE</b>
		<b>ESFJC</b>	<b>NE</b>	
6/06/07	Handworked (HF) cockle fishery on all Regulated beds in the Wash except Mare Tail and Roger Sands	No adverse effects	No adverse effects	4/6/07
10/7/07	Dredging (DF) cockle fishery on Holbeach and Daseley's Sands within the Wash regulated fishery	No adverse effects	Initial concerns, but removed after further information supplied by ESFJC	30/7/07
12/12/07	Extension to mussel lay at Scotsman's Sled in The Wash	No adverse effects	Natural England advice not received at time of publication	Awaiting further advice at time of publication
17/12/07	Handworked, harvestable mussel fishery on part of the Gat mussel beds in The Wash	No adverse effects	No adverse effects	26/12/07
17/12/07	Dredged, relaying fishery on Old Lynn Road vulnerable mussel bed in the Wash	No adverse effects	No adverse effects	26/10/07

## POTENTIAL APPROPRIATE ASSESSMENTS REQUIRED OF ESFJC

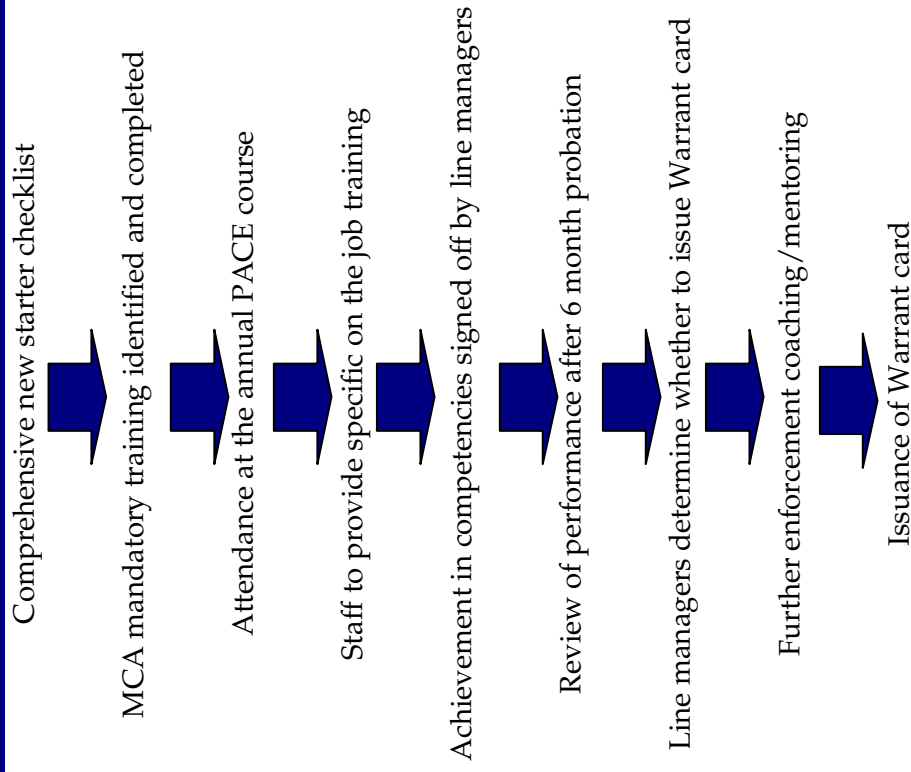
PROPOSED FISHERY	2008/09	2009/10	2010/11	2011/12	2012/13
Dredged, harvestable mussel fishery Handworked, harvestable mussel fishery	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England
Dredged, relaying intertidal mussel fishery Handworked, relaying intertidal mussel fishery	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England
Dredged sublittoral mussel fishery Dredged cockle fishery Handworked cockle fishery	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England	Appropriate assessments required but process streamlined by existence of agreed cockle and mussel management policies with Natural England
Review of existing lay lease consents	✓	Review process complete	Review process complete	Review process complete	Review process complete
New lay lease consents	✓	Possible management agreement between layholders and Natural England	Possible management agreement between layholders and Natural England	Possible management agreement between layholders and Natural England	Possible management agreement between layholders and Natural England
Dredged razor fishery	Defra managed fishery	✓ if fishery management transferred from Defra to ESFJC	Agreed razor management policy	Agreed razor management policy	Agreed razor management policy

08/09: Existence of agreed management policies for cockle and mussel fisheries reduces resources required towards AA. Potential new requirement for ESFJC to manage razor fishery – AA required. Review of lay consents ongoing, requiring significant time resource.

09/10 } Possible agreed management measures between layholders and Natural England would negate requirement for ESFJC to conduct AA for new lay  
 10/11 } leases. Agreed razor policy reduces resource requirement for AA.  
 11/12 }  
 12/13 }

# APPENDIX E: PERSONNEL RETENTION & DEVELOPMENT

## NEW STARTER DEVELOPMENT PROGRAMME (FISHERY OFFICER)



## ALL EMPLOYEES

- Comprehensive new starter checklist
- Investor in People programme in place
- Six month performance review
- Annual appraisal
- Identified mandatory training for staff
- Bi-monthly staff meetings with an open forum
- One to one coaching where a need is identified
- Employees encouraged to be involved in recruitment of new staff
- In house enforcement training through workshops
- Personal development through the use of Learn Direct encouraged
- High standard of working environment provided
- Expenses paid for attendance at interviews
- Professional development supported (engineers working towards professional qualifications)
- Good salary and pension provisions
- Flexible working arrangements
- Unison membership encouraged

## APPENDIX F: ENFORCEMENT STRATEGY

### OVERALL APPROACH

Fisheries management only succeeds with an integrated approach encompassing enforcement, communication and research. Without an effective enforcement deterrent (deterrent being the key) in place, then unlicensed, unregulated illegal fishing will become prevalent with a resultant impact on: fish stocks, the environment and the livelihoods of those that rely upon the sea to make a living.

High compliance with EU, UK and local fisheries and environmental legislation which ESFJC Fishery Officers are warranted to enforce is the overall aim. Achievement of this aim is through providing Fishery Officers with the necessary skills, knowledge, guidance and equipment. Through a fair but robust approach to enforcement and through the development of fishery management measures, which have fully considered the fishing industry's concerns whilst balancing the environmental impacts of fishing activities, it is hoped that a consensus approach to fisheries management can be achieved. Achieving this results in a high level of self-compliance with legislation and licence requirements.

### PREVENTION OF ILLEGAL ACTIVITY

Those fishing activities that have been identified as high priority enforcement areas are allocated significant personnel and asset time to achieve a high coverage. Enforcement is achieved by utilising both the Area Fishery Officers and the Fishery Protection Vessels that the Joint Committee operates. The vessels provide an ideal platform from which to mount surveillance and interdiction activities. The effectiveness of the patrol vessels has significantly been increased through the installation of the Royal Navy Surveillance System which utilises satellite tracking information through the national (MFA Vessel Monitoring System). All boardings conducted from the Joint Committee vessels are entered into the RNSS system. Fishery Officers regularly inspect fishing gear and catches of marine product both on the shore and at sea to ensure that there is compliance with EU, UK and local legislation.

A significant amount of Officer time is used to ensure that management measures put in place to control those fisheries managed by the Joint Committee are robust and transparent. This is achieved through stakeholder consultation and widespread dissemination of the management proposals prior to a fishery opening. Management of quotas is conducted through a comprehensive inspection regime, which annually results in approximately 95% of all landings from the dredged cockle fishery being inspected. In those instances where a prosecution is taken against an individual then the individual is invited to a taped interview with Senior Fishery Officers in order to put forward their version of events. Prosecutions are publicised on the Joint Committee's website along with the details of the case.

## **WORKING WITH OTHER ORGANISATIONS**

A close working relationship is maintained with other enforcement agencies operating in the maritime and terrestrial environments. This is carried out to achieve the maximum enforcement coverage within the District whilst effectively targeting those areas of priority. Close links are maintained with the Marine Fisheries Agency, Environment Agency, Natural England, Her Majesties Revenue and Customs and the Police forces of Norfolk, Lincolnshire and Suffolk and in particular the Marine Branch of Suffolk Constabulary. ESFJC chaired the first Eastern Regional Liaison Group meeting which was established to encourage better linkages and greater dissemination of intelligence amongst those agencies and organisations responsible for fisheries protection along the eastern coast of the England. Work is ongoing to arrange regular exchanges of Fishery Officers with other Sea Fisheries Committees in order to broaden the fisheries enforcement knowledge of ESFJC Fishery Officers.

## **TRAINING AND DEVELOPMENT**

The Joint Committee deems it imperative to have highly trained, effective personnel to implement fishery enforcement activities in a professional and timely manner. All Warranted Fishery Officers receive one week of intensive residential training preparing the individual for the role of Fishery Officer. Existing Warranted Fishery Officers are sent on refresher courses on an individual basis when a need has been identified. New Fishery Officers receive extensive coaching from a Senior Fishery Officer in the practical aspects of fishery enforcement. All Fishery Officers receive bimonthly enforcement training covering aspects of investigation, enforcement powers, inspection procedures and case file preparation. All Fishery Officers receive regular training in the Police and Criminal Evidence Act. Senior Fishery Officers receive training in Regulatory Investigatory Powers Act, the Data Protection Act, the Freedom of Information Act, and the Environmental Information Act. The Senior Boarding Officer at Sea aids in the identification of training needs on an individual basis. This Officer is responsible for ensuring that all boardings of fishing vessels are carried out to a high standard and a consistent approach is maintained regardless of the Fishery Officers involved in the boarding.

## **ENFORCEMENT ACTION TAKEN WHEN INFRINGEMENTS ARE DETECTED**

### **VERBAL WARNINGS**

A verbal warning is issued to a fisherman when a Fishery Officer detects a minor infringement in legislation. This approach is used to educate fishermen and is recorded. If the fisherman commits a similar offence, the fisherman may be formally cautioned. A decision on how to proceed is determined by the investigating officer and other senior enforcement personnel. A verbal warning is usually issued where no financial gain has been made by the fisherman and the fisherman can rectify the matter there and then i.e. return live undersized marine organisms back to the sea in the presence of the Fishery Officer.

### WRITTEN WARNINGS

Following a formal caution and subsequent investigation a written warning may be issued where there is strong mitigating evidence or it is evident that a genuine mistake was made and this is backed by no apparent reason to deceive.

### HOME OFFICE CAUTIONS

Following a formal caution and subsequent investigation the option to accept a Home Office Caution may be offered. A Home Office Caution may be deemed to be the most appropriate means to deal with minor offences. A Home Office Caution is only issued where the Joint Committee is prepared to instigate legal proceedings and prosecute if the fisherman decides to decline the Home Office Caution.

### PROSECUTIONS

A prosecution is undertaken where there is a realistic prospect of conviction and where it is in the public interest to do so. A decision to prosecute is taken jointly by the Clerk and Chief Fishery Officer, the Chair and Vice Chair of the Joint Committee. Home Office Cautions and previous convictions for fishery offences are raised during prosecutions. Where a fisherman has previous convictions but not for fisheries offences these will only be brought to the attention on the court in cases where they are relevant i.e. in a case of obstruction where a fisherman has previous convictions for obstruction, ABH, GBH etc. All successful prosecutions are placed on the Police National Computer.

### ACTIONS 2007-2008

#### LEGISLATION CONTRAVENTION

	DESCRIPTION	ACTION
1	Wash Fishery Order 1992 Regulation 2	Verbal warning
1	Article 19(1) Council Regulation (EC) 850/98	Verbal warning
1	ESFJC Byelaw 6	Successful prosecution
1	Sea Fisheries Regulation Act 1966 Section 11(1)	Prosecution underway
1	Wash Fishery Order 1992 Section 8(2)	Successful prosecution
1	ESFJC Byelaw 8	Home Office Caution
1	ESFJC Byelaw 8	Successful prosecution

## APPENDIX G: ACHIEVING OBJECTIVES

**COSTING OF STRATEGIC OBJECTIVES 2006 – 2007: ACTUAL (FIGURES IN BRACKETS REFLECT 2005 - 2006)**

OBJECTIVE	SALARIES					GENERAL ESTABLISHMENT					VESSELS				VEHICLES	TOTAL
	MANAGEMENT	VESSEL FOS	AREA FOS	RESEARCH	ADMINISTRATION	EXPENDITURE AND ACCOMMODATION	FO / MEMBERS EXPENSES	TRAINING AND FISHERIES MANAGEMENT	RV THREE COUNTIES	FPV ESF PROTECTOR III	FPV PISCES III					
1	£10,623	£0	£6,306	£3,659	£1,851	£5,219	£787	£232	£0	£0	£0	£781	£29,458 2.6% (3.7)			
2	£19,191	£0	£6,306	£11,101	£2,847	£3,363	£1,225	£356	£0	£0	£0	£1,018	£45,407 4.0% (3.3)			
3	£22,962	£125,326	£84,075	£15,517	£33,031	£54,622	£16,280	£5,593	£123,823	£31,534	£5,130	£9,930	£527,823 46.4% (30.3)			
4	£10,624	£94,479	£6,306	£47,749	£20,075	£23,711	£10,365	£2,513	£6,693	£94,603	£1,283	£2,538	£320,939 28.2% (24.1)			
5	£27,246	£0	£2,101	£8,017	£2,847	£3,363	£1,285	£356	£0	£0	£0	£537	£45,752 4.0% (6.1)			
6	£10,623	£2,582	£0	£4,387	£1,566	£1,850	£590	£196	£3,347	£0	£0	£291	£25,432 2.2% (18.3)			
7	£10,623	£0	£0	£12,432	£1,780	£2,102	£686	£223	£0	£0	£0	£238	£28,084 2.5% (4.7)			
8	£14,907	£30,788	£0	£9,971	£7,190	£8,492	£2,982	£900	£33,466	£5,256	£0	£966	£114,918 10.1% (9.5)			
06-07	£126,799	£253,175	£105,094	£112,833	£71,187	£102,722	£34,200	£10,369	£167,329	£131,393	£6,413	£16,299	£1,137,813			
05-06	£102,400	£246,586	£110,955	£104,560	£69,300	£98,089	£29,870	£6,796	£130,319	£176,907	£5,726	£17,241	£1,098,749			

## APPENDIX H: FISHING EFFORT & CAPABILITY

**Key:**

AN	Angling	CD	Cockle Dredge	CH	Cockle Handraking	DN	Drift Nets
DR	Dredging	LL	Longlines	M	Multiple gear	MD	Mussel Dredge
MH	Mussel Handraking	MR	Mussel Relaying	N	Nets	P	Pots
S	Shrimping	ST	Stern Trawl	ST (D)	Double Rig	ST (T)	Triple Rig
SB	Single Beam (Shrimps)	TB	Twin Beam (Shrimps)	TN	Trammel Nets	T	Trawl

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
Aldeburgh	51	6.1	0.7	DN, N, LL, P	M	FT	2
Aldeburgh	29	6.3	3.1	DN, P	M	FT	2
Aldeburgh	35	6.4	3.2	ST, P	ST	FT	1
Aldeburgh	150	7.90	2.29	N, P	M	FT	2
Bacton	15	6.2	1.2	DN, N, LL, P	P	FT	1
Blakeney	280	9.8	7.1	P	P	FT	2
Blakeney	11	5.0	0.7	P	P	FT	2
Blakeney	239	10.3	3.9	P	P	FT	2
Blakeney	90	10.6	7.9	P	P	FT	3
Blakeney	112	8.5	3.0	N, P	P	FT	1
Blakeney	205	8.7	8.0	N, P	P	FT	2
Boston	95	9.80	8.03	CD, MD, TB	S	FT	2
Boston	85	10.0	9.1	CD, MD, TB	S	FT	3
Boston	221	11.0	19.0	CD, MD, TB	S	FT	3
Boston	110	9.9	8.0	CD, MD, TB	MR, S	FT	2
Boston	194	13.7	18.7	CD, MD, TB	S	FT	2
Boston	96	11.2	11.0	CD, MD, TB	S	FT	1
Boston	95	9.9	16.0	CD, MD, TB	S	FT	2
Boston	134	13.5	16.2	CD, MD, TB	S	FT	2
Boston	250	13.2	20.0	CD, MD, TB	DR	FT	3
Boston	180	11.1	11.5	CD, MD, TB	S	FT	2
Boston	89	9.2	8.0	CD, MD, TB	S	FT	2
Boston	53	9.8	5.6	CD, MD, TB	S	FT	3
Boston	201	13.9	17.5	CD, MD, SB	CH	FT	2
Boston	186	10.0	9.4	CD, MD, TB	MR, S	FT	2
Boston	89	9.2	8.0	CD, MD, P, TB	S	FT	2

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
Boston	93	9.7	11.8	CD, MD, TB, TN	S	FT	3
Boston	95	9.8	18.8	CD, MD, TB	S	FT	2
Boston	164	11.8	18.2	MD, TB	S	FT	2
Boston	112	12.0	15.7	CD, MD, TB	S	FT	2
Boston	59	7.5	4.7	CD, MD, TB	S	FT	2
Boston	63	10.7	5.8	CD, MD, TB	S	FT	2
Brancaster	89	10.9	7.2	MD, P	P	FT	2
Brancaster	67	9.0	5.6	MD, P	P	FT	2
Brancaster	25	6.7	3.2	MD, P	P	FT	1
Brancaster	89	9.9	7.9	N, P	P	FT	2
Brancaster	34	7.6	3.9	MH, P	P	FT	1
Brancaster	34	9.4	7.0	MH	MH	FT	2
Burnham Overy Staithe	26	6.75	3.47	P	P	FT	2
Butley Creek	-	-	-	P	P	FT	2
Caister	30	5.7	1.3	DN, N, LL, P	DN	FT	2
Caister	29	5.7	1.1	DN, N, LL, P	DN	FT	2
Caister	22	5.8	1.2	DN, N, LL, P	DN	FT	2
Caister	41	6.4	1.7	DN, N, LL, P	DN, P	FT	3
Cley next the Sea	11	5.2	1.3	DN, N, LL, P	P	FT	1
Cromer	41	6.7	3.1	DN, N, LL, P	P	FT	2
Cromer	37	5.8	1.2	DN, N, LL, P	P	FT	1
Cromer	37	6.1	1.5	DN, N, LL, P	P	FT	1
Cromer	22	6.4	1.8	DN, N, LL, P	P	FT	1
Cromer	23	6.2	2.7	DN, N, LL, P	P	FT	2
Cromer	194	8.9	6.0	DN, N, LL, P	P	FT	3
Cromer	46	6.9	3.5	DN, N, LL, P	P	FT	1
Cromer	45	6.4	1.8	DN, N, LL, P	P	FT	2
Dunwich	22	6.1	2.8	ST	ST	FT	2
East Runton	30	5.8	1.5	DN, N, LL, P	N, P	FT	1
East Runton	29	5.8	2.2	DN, N, LL, P	P	FT	1
East Runton	19	5.8	1.3	DN, N, LL, P	P	FT	1
East Runton	29	5.8	1.5	DN, N, LL, P	P	FT	1
East Runton	22	5.2	1.3	DN, N, LL, P	P	FT	1
East Runton	29	6.4	1.8	DN, N, LL, P	P	FT	1
Felixstowe Ferry	90	7.40	2.81	ST	ST	FT	1
Felixstowe Ferry	76	7.7	4.8	ST (D)	ST	FT	1

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
Felixstowe Ferry	73	8.0	6.9	ST (D)	ST	FT	2
Felixstowe Ferry	90	8.0	2.3	N	N	FT	2
Felixstowe Ferry	111	6.9	7.8	ST	ST	FT	2
Felixstowe Ferry	52	6.4	1.7	ST	ST	FT	2
Felixstowe Ferry	55	7.3	4.6	ST, P	ST	FT	2
Gibraltar Point	103	10.7	10.4	LL, P, ST, TN	ST	FT	1
Gorleston	143	17.3	39.0	DN, N, LL, P	DN, N, LL, P	FT	2
Gorleston	34	7.25	1.92	DN, N, LL, P	DN, N, P	FT	1
Great Yarmouth	26	5.1	1.2	DN, N, LL, P	AN, DN	FT	2
Great Yarmouth	101	9.8	9.8	DN, N, ST	DN	FT	2
King's Lynn	205	14.5	23.0	CD, TB	S	FT	2
King's Lynn	187	17.8	8.5	CD, TB	S	FT	3
King's Lynn	177	14.7	28.0	TB	S	FT	2
King's Lynn	186	14.2	20.3	CD, TB	S	FT	2
King's Lynn	203	13.1	17.0	CD, TB	S	FT	2
King's Lynn	223	16.3	26.0	TB	S	FT	3
King's Lynn	143	17.4	35.0	TB	S	FT	3
King's Lynn	221	16.4	38.0	TB	S	FT	3
King's Lynn	134	11.9	17.0	CD, MD, TB	S	FT	2
King's Lynn	134	11.8	13.0	CD, MD, TB	S	FT	2
King's Lynn	134	15.6	17.0	CD, TB	S	FT	2
King's Lynn	186	12.0	11.5	CD, MD, TB	MR	FT	2
King's Lynn	216	11.7	18.0	CD, MD	DR	FT	2
King's Lynn	216	11.7	18.0	CD, MD	DR	FT	2
King's Lynn	186	13.9	26.5	TB	S	FT	2
King's Lynn	220	11.9	15.0	CD, MD, TB	S	FT	2
King's Lynn	221	13.8	16.1	CD, MD, TB	S	FT	2
King's Lynn	88	12.0	11.9	CD, MD, TB	S	FT	3
King's Lynn	112	12.2	13.0	CD, MD, TB	S	FT	3
King's Lynn	106	9.9	7.8	TB	S	FT	1
King's Lynn	60	8.6	3.9	TB	S	FT	1
King's Lynn	179	13.5	19.0	CD, MD, TB	S	FT	3
King's Lynn	179	11.8	13.0	CD, MD, TB	S	FT	2
King's Lynn	221	11.9	16.0	CD, MD, TB	S	FT	2
King's Lynn	220	14.0	17.0	CD, MD, TB	S	FT	3
King's Lynn	194	14.0	16.5	CD, MD, TB	S	FT	2

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
King's Lynn	221	14.0	13.7	CD, MD, TB	S	FT	2
King's Lynn	194	13.9	17.0	CD, MD, TB	S	FT	2
King's Lynn	90	10.0	6.7	CH, MH, TB	S	FT	1
King's Lynn	75	10.6	4.3	TB	S	FT	1
King's Lynn	71	9.4	7.2	TS	S	FT	2
Levington Marina	90	9.9	3.4	N	N	FT	1
Lowestoft	89	9.75	10.61	T	T	FT	2
Lowestoft	102	11.6	21.79	S, ST	S	FT	1
Lowestoft	93	8.08	5.73	N, LL	N	FT	2
Lowestoft	59	9.91	3.19	N, LL	Unknown	FT	2
Lowestoft	32	5.9	2.51	N	N	FT	2
Lowestoft	3	4.04	0.34	N	N	FT	2
Lowestoft	165	9.8	5.63	N, LL	N	FT	3
Lowestoft	89	9.98	14.28	N, LL	N	FT	2
Lowestoft	187	9.7	5.22	N, LL	N	FT	2
Lowestoft	164	9.8	7.68	T	T	FT	2
Lowestoft	52	11.61	12.33	N, LL, P	N	FT	2
Lowestoft	154	14.7	33.24	T	T	FT	3
Lowestoft	65	9.56	4.61	N	N	FT	2
Lowestoft	1343	36.5	312	TB	TB	FT	5
Lowestoft	82	9.45	5.43	N, LL	N	FT	2
Lowestoft	56	9.0	3.9	DN, N	DN	FT	2
Lowestoft	111	9.9	13.0	ST	ST	FT	2
Mundesley	30	6.3	1.0	DN, N, LL, P	N, P	FT	1
Mundesley	36	5.8	1.5	DN, N, LL, P	P	FT	1
Mundesley	30	6.40	1.74	DN, N, LL, P	P	FT	1
Orford	158	8.3	4.2	DN, LL, P	DN	FT	2
Orford	160	7.8	4.2	DN, LL, P	DN	FT	2
Orford	27	7.7	5.6	ST	ST	FT	1
Overstrand	38	6.0	1.0	DN, N, LL, P	P	FT	1
Overstrand	24	6.6	3.3	DN, N, LL, P	P	FT	2
Overstrand	30	6.4	2.0	DN, N, LL, P	P	FT	1
Sea Palling	60	6.93	1.56	DN, N, LL, P	P	FT	1
Sizewell	36	6.9	2.8	DN, N, P	M	FT	2
Sheringham	22	5.7	1.3	DN, N, P	DN, N, P	FT	1

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
Sheringham	18	5.7	1.5	DN, N, LL, P	P	FT	1
Sheringham	15	6.2	5.7	DN, N, LL, P	P	FT	1
Sheringham	15	6.5	2.2	DN, N, LL, P	P	FT	1
Sheringham	29	5.7	1.2	DN, N, LL, P	P	FT	1
Sheringham	30	5.69	1.32	DN, N, LL, P	P	FT	1
Sheringham	19	5.7	1.2	DN, N, LL, P	P	FT	1
Skegness	67	6.9	1.9	SB	S	FT	2
Slaughden Quay	86	7.9	4.3	ST (D)	ST	FT	1
Slaughden Quay	38	6.8	4.1	N	N	FT	1
Southwold	48	9.2	3.7	DN	DN	FT	3
Southwold	56	9.0	3.9	DN, N	DN	FT	2
Southwold	51	9.8	4.5	N	N	FT	2
Southwold	101	10.0	6.7	DN	DN	FT	2
Southwold	67	7.7	4.0	DN	DN	FT	2
Southwold	112	9.0	4.2	DN, P	M	FT	2
Wells next the Sea	89	10.4	5.8	MD, P	P	FT	2
Wells next the Sea	236	9.8	4.0	P	P	FT	2
Wells next the Sea	112	11.0	7.1	P	P	FT	2
Wells next the Sea	250	9.3	7.0	P	P	FT	2
Wells next the Sea	96	9.9	7.9	N, P	P	FT	3
Wells next the Sea	195	9.8	7.3	P	P	FT	3
Wells next the Sea	93	9.2	10.0	P	P	FT	3
Wells next the Sea	53	7.8	5.0	P	P	FT	2
Wells next the Sea	170	9.5	5.0	P	P	FT	2
Wells next the Sea	89	9.4	7.0	N, P	P	FT	2
West Runton	19	5.7	1.4	DN, N, LL, P	P	FT	1
West Runton	19	5.85	1.59	DN, N, LL, P	P	FT	1
West Runton	3	5.5	0.9	DN, N, LL, P	P	FT	1
Weybourne	37	6.6	2.5	DN, N, LL, P	P	FT	2
Weybourne	13	6.7	20.4	DN, N, LL, P	P	FT	2
Aldeburgh	15	5.7	1.9	DN	DN	PT	1
Aldeburgh	34	7.0	2.7	DN	DN	PT	1
Boston	115	9.5	9.1	TB	S	PT	3
Brancaster	134	12.0	0.5	CD, MD	DR	PT	3
Caister	19	5.7	1.1	DN, N, LL, P	DN	PT	1

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
Caister	43	7.3	1.5	DN, N, LL, P	DN	PT	1
Caister	11	4.6	0.9	DN, N, LL, P	DN	PT	2
Chapel Point	7	5.8	1.3	LL, P, ST, TN	P	PT	2
Felixstowe Ferry	90	8.0	2.8	DN, P	DN	PT	1
Felixstowe Ferry	74	7.3	2.1	Unknown	Unknown	PT	2
Felixstowe Ferry	67	6.4	1.8	Unknown	Unknown	PT	2
Felixstowe Ferry	64	9.8		ST	ST	PT	2
Felixstowe Ferry	52	9.9	4.8	ST (D)	ST (D)	PT	2
Great Yarmouth	59	9.3	8.3	DN, N, LL, P	DN	PT	2
Great Yarmouth	70	10.8	4.7	DN, N, LL, P	DN	PT	2
Great Yarmouth	34	6.9	6.1	DN, N	DN	PT	2
Great Yarmouth	44	7.7	2.7	DN, N, ST	DN	PT	2
Great Yarmouth	105	7.3	2.5	DN, N	DN	PT	2
King's Lynn	89	10.4	9.9	CD, MD, SB	S	PT	1
Lowestoft	26	7.34	5.01	N	N	PT	2
Lowestoft	11	4.96	0.9	N	N	PT	2
Lowestoft	6	4.92	0.85	N, P	N	PT	2
Lowestoft	4	4.6	0.73	N	N	PT	2
Lowestoft	4	4.88	0.65	N	N	PT	2
Orford	32	5.9	2.8	N	N	PT	1
Pakefield	6	4.9	1.0	DN	DN	PT	2
Pakefield	19	4.87	0.78	DN	DN	PT	2
Pakefield	4	4.6	0.9	DN	DN	PT	2
Sea Palling	14	5.6	1.0	DN	DN	PT	1
Skegness	90	6.3	1.5	AN, P	AN	PT	2
Slaughden Quay	22	6.10	2.12	ST, N	ST	PT	1
Southwold	72	5.7	1.0	N	N	PT	1
Southwold	12	5.6	1.9	ST	ST	PT	1
Southwold	150	7.92	2.29	ST	ST	PT	1
Southwold	11	5.8	2.1	ST	ST	PT	1
Southwold	29	9.9	3.8	DN, LL	DN	PT	1
Southwold				DN	DN	PT	1
Southwold	89	8.0	2.8	ST	ST	PT	1
Southwold	7	5.9	1.7	ST	ST	PT	2
Southwold	15	6.5	2.6	DN	DN	PT	1
Southwold	38	6.8	4.4	DN	DN	PT	1

PORT	KW	LENGTH	TONNAGE	FISHING ABILITY	MAIN FISHING	FULL/PART TIME	NUMBER OF FISHERMEN
Southwold	39	7.2	1.6	DN	DN	PT	2
Thornham	33	6.82	2.99	AN	AN	PT	1
Thornham	26	7.10	3.84	AN	AN	PT	1
Thorpness	20	6.4	2.2	DN, N	DN	PT	1
Wells next the Sea	33	6.80	3.20	DN, N, P	DN	PT	1
Wells next the Sea	5	7.3	2.3	DN, N, P	DN	PT	1

## APPENDIX I: RECREATIONAL SEA FISHING ACTIVITY

Species	J	F	M	A	M	J	J	A	S	O	N	D
Bass												
Coalfish												
Cockles												
Codling												
Crabs												
Dabs												
Dogfish												
Eels												
Flounder												
Grey Mullet												
Herring												
Pouting												
Red Mullet												
Sea Trout												
Shrimp												
Smoothounds												
Sole												
Thornback Ray												
Tope												
Whiting												

## APPENDIX J: GLOSSARY

AA	Appropriate Assessment	NE	Natural England
AGM	Annual General Meeting	PACE	Police and Criminal Evidence Act
AIS	Automatic Identification System	PAT	Portable Appliance Testing
ASFC	Association of Sea Fisheries Committees	PPE	Personal Protective Equipment
CEFAS	Centre for Environment, Fisheries and Aquaculture Science	RIB	Rigid Inflatable Boat
CEH	Centre for Ecology and Hydrology	RNSS	Royal Navy Surveillance System
CCFO	Clerk and Chief Fishery Officer	ROV	Remotely Operated Vehicle
DCFO	Deputy Clerk and Fishery Officer	RSA	Recreational Sea Angling
DEFRA	Department of Environment Food and Rural Affairs	RV	Research Vessel
DSP	Diarrhetic Shellfish Poisoning	SAC	Special Area of Conservation
EA	Environment Agency	SFC	Sea Fisheries Committee(s)
EHO	Environmental Health Office	SAFFA	Salmon and Freshwater Fisheries Act
EIA	Environmental Impact Assessment	S/FO	Skipper/Fishery Officer
EMS	European Marine Site	SPA	Special Protected Area
ESFJC	Eastern Sea Fisheries Joint Committee	SRO	Senior Research Officer
EFF	European Fisheries Fund	SSSI	Site of Special Scientific Interest
Fin. O	Finance Officer	TAC	Total Allowable Catch
FO	Fishery Officer	TLS	Test of Likely Significance
FPV	Fisheries Patrol Vessel	VMS	Vessel Management System
ICZM	Integrated Coastal Zone Management		
KESFC	Kent and Essex Sea Fisheries Committee		
LBSFO	Limited British Sea Fishery Officer		
MCA	Maritime and Coastguard Agency		
MEO	Marine Environment Officer		
MFA	Marine and Fisheries Agency		
MLS	Minimum Landing Size		
MPA	Marine Protected Area		
MSC	Marine Stewardship Council		